

| 2013 Medicare Premiums for Retirees |        |       |       |                  |       |       |            |       |       |        |         |         |
|-------------------------------------|--------|-------|-------|------------------|-------|-------|------------|-------|-------|--------|---------|---------|
| BCBS PLAN                           | Single |       |       | Adult + Children |       |       | Two Adults |       |       | Family |         |         |
|                                     | RET    | LANs  | Gross | RET              | LANs  | Gross | RET        | LANs  | Gross | RET    | LANs    | Gross   |
| EPO                                 | \$78   | \$311 | \$389 | \$139            | \$557 | \$696 | \$139      | \$557 | \$696 | \$208  | \$834   | \$1,042 |
| PPO                                 | \$81   | \$326 | \$407 | \$172            | \$690 | \$862 | \$172      | \$690 | \$862 | \$249  | \$994   | \$1,243 |
| Medicare Supplement                 | \$83   | \$330 | \$413 | \$175            | \$700 | \$875 | \$175      | \$700 | \$875 | \$259  | \$1,036 | \$1,295 |

| 2013 Non-Medicare Premiums for Retirees |        |       |       |                  |         |         |            |         |         |        |         |         |
|---|--------|-------|-------|------------------|---------|---------|------------|---------|---------|--------|---------|---------|
| BCBS PLAN                               | Single |       |       | Adult + Children |         |         | Two Adults |         |         | Family |         |         |
|   | RET    | LANs  | Gross | RET              | LANs    | Gross   | RET        | LANs    | Gross   | RET    | LANs    | Gross   |
| EPO                                     | \$111  | \$443 | \$554 | \$199            | \$798   | \$997   | \$233      | \$931   | \$1,164 | \$321  | \$1,282 | \$1,603 |
| PPO                                     | \$140  | \$560 | \$700 | \$252            | \$1,008 | \$1,260 | \$294      | \$1,174 | \$1,468 | \$405  | \$1,622 | \$2,027 |
| CDHP                                    | \$105  | \$419 | \$524 | \$189            | \$755   | \$944   | \$220      | \$882   | \$1,102 | \$304  | \$1,218 | \$1,522 |

| 2013 LANL Monthly Dental, Vision, and Legal Insurance Premiums for Retirees |          |                    |         |                    |         |
|---|----------|--------------------|---------|--------------------|---------|
| Dental Insurance (Graduated Eligibility)                                    |          | Vision Insurance   |         | Legal Insurance    |         |
|   | Monthly  |                    | Monthly |                    | Monthly |
| Self  | \$43.11  | Self               | \$9.82  | Self               | \$10.73 |
| Adult + Child(ren)  | \$87.79  | Adult + Child(ren) | \$19.85 | Adult + Child(ren) | \$14.37 |
| Two Adults  | \$80.46  | Two Adults         | \$19.65 | Two Adults         | \$14.37 |
| Family  | \$143.66 | Family             | \$24.57 | Family             | \$15.59 |

| Graduated Eligibility  |                                      |   |                  |                                      |   |
|--|--------------------------------------|---|------------------|--------------------------------------|---|
| Medical and Dental Rates are subject to Graduated Eligibility. If you were hired after January 1, 1990, the amount you pay in premiums is subject to the Graduated Eligibility percentage rates below. |                                      |   |                  |                                      |   |
| Years of Service   | % of Employer Contribution LANL pays | % of Employer Contribution Retiree Pays | Years of Service | % of Employer Contribution LANL pays | % of Employer Contribution Retiree Pays |
| 10   | 50%                                  | 50%                                     | 16               | 80%                                  | 20%                                     |
| 11   | 55%                                  | 45%                                     | 17               | 85%                                  | 15%                                     |
| 12   | 60%                                  | 40%                                     | 18               | 90%                                  | 10%                                     |
| 13   | 65%                                  | 35%                                     | 19               | 95%                                  | 5%                                      |
| 14   | 70%                                  | 30%                                     | 20+              | 100%                                 | 0%                                      |
| 15   | 75%                                  | 25%                                     |                  |                                      |   |